

APPENDIX F

"DEMOCRACY THROUGH EDUCATION" REPORT RECOMMENDATIONS

The following recommendations taken from the "Democracy Through Education" report were particularly relevant to MACC's deliberations:

14. The responsibility of co-operatives themselves regarding education and training should be emphasized, and in addition to the use of educational institutions, it is recommended that co-operatives be encouraged to establish educational committees which plan, implement and revise educational strategies for their members.
15. The method, timing and organization, and location of co-operative education and training be varied and flexible, and appropriate promotion be used, keeping in mind the nature of specific target audiences, and in recognition of the non-training-oriented nature of a large percentage of personnel in co-operatives.
16. A structure be established in Victoria within which the organization, co-ordination and monitoring of co-operative education and training can take place consisting of:
 - (a) Co-operative education and training committees for each of the types of co-operatives in Victoria—producer/marketing, trading, credit, food, rental housing, worker, community and sustainable community; desirably these committees should be part of their respective Co-operative Associations.
 - (b) A Co-operative Education and Training Authority (C.E.T.A.) which should be an incorporated body controlled by the co-operative movement with membership including personnel from the co-operative education and training committee of each of the types of co-operatives and from the Ministerial Advisory Committee or its proposed successor, the Victorian Co-operatives Council. Officers from major relevant educational institutions should be involved as non-voting members of the Board. The Board will direct the activities of C.E.T.A.'s operational unit.
17. The initial tasks of the co-operative education and training committees and C.E.T.A. should reflect the priorities which result from the conclusions of this research. It has been found that Victoria's co-operative education and training provision is undeveloped and the co-operative sector's net growth in terms of numbers of co-operatives is static, which in summary necessitates research and development of a wide range of co-operative courses

- and programs for both existing co-operatives of all types *and* potential co-operators; and the training of trainers to present such programs.
18. The individual co-operative types' education and training committees will facilitate and/or co-ordinate the research, design and development of both award and short courses and programs for the educational needs of specific target audiences within their co-operative type; and the use of appropriate *existing* educational institutions and systems on a *regional* basis for the delivery of these courses and programs. The Committees, through their representatives, will play an important directive role as members of C.E.T.A.'s Board.
 19. C.E.T.A. will provide for the facilitation of, and a co-ordinate approach to, co-operative education and training in Victoria in the following areas:-
 - (a) Assisting education and training committees of each of the types of co-operatives:
 - (i) By making contact with appropriate educational institutions at a senior level;
 - (ii) By assisting, where necessary, the research, design and development of short courses.
 - (b) The establishment and effective functioning of education and training in areas not fully covered by the education committees of the different co-operative types:
 - (i) Primary and Secondary schools;
 - (ii) Award courses for co-operative target audiences.
In particular C.E.T.A. will play the major role in establishing award courses for co-operative trainers, and, as a matter of urgency, in establishing short courses for co-operative trainers.
 - (c) The development and delivery of courses in the areas where co-operative education and training can be provided to common audiences e.g. introductory courses on co-operatives,
 - (d) The interchange of people, ideas and materials both within Victoria and between Victoria, N.S.W. and overseas.
 20. The Ministerial Advisory Committee on Co-operation obtain government funds to establish C.E.T.A. (annual estimated cost \$100,000), and co-operative education committees in undeveloped areas—worker, food, rental housing, sustainable community (annual estimated cost \$45,000 each). In addition government funds be obtained for initial curriculum development, estimates of which need to be ascertained.

21. In the medium term a levy from co-operatives be introduced as a permanent source of funding for C.E.T.A. and for Associations' education and training committees. The Ministerial Advisory Committee should facilitate a full discussion with the co-operative movement with a view to the establishment of a satisfactory level and mechanism to implement this.
22. An effective monitoring system, co-ordinated by C.E.T.A., be implemented for all co-operative education and training programs.
23. An implementation strategy be adopted:
 - (a) The Ministerial Advisory Committee on Co-operation should identify a source(s) of government funds.
 - (b) Simultaneously the Ministerial Committee, in conjunction with its existing working parties, should prepare an implementation plan for C.E.T.A., and should encourage the establishment of an education and training committee by each co-operative type (desirably as part of their respective Co-operative Association).